

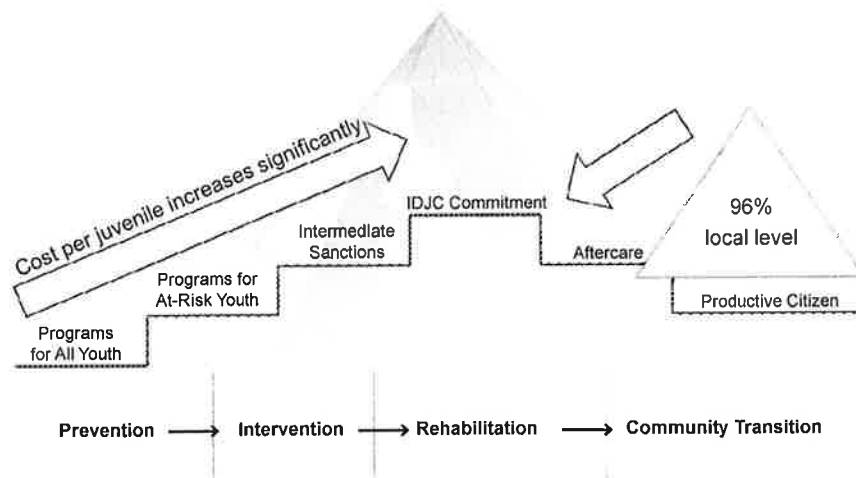
# Idaho Department of Juvenile Corrections

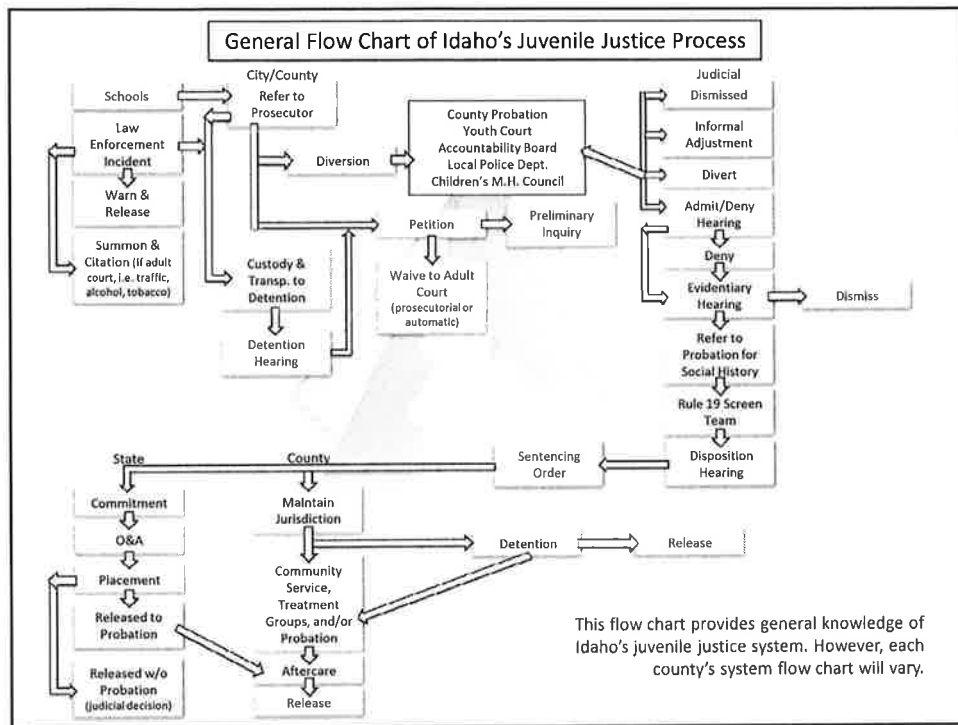
## Senate Judiciary and Rules Committee

Sharon Harrigfeld, Director  
January 18, 2017

*Developing productive citizens in partnership with communities, through juvenile crime prevention, education, rehabilitation and reintegration*

**Develop a well-structured system that addresses the needs of juvenile offenders, their families, and the safety of community**





## Diversion

### DIVERTING IDAHO'S YOUTH FROM THE COURTS

- Training on diversion best practices - statewide
  - Models for Change
    - ✓ Juvenile Diversion Guidebook
    - ✓ Risk Assessment in Juvenile Justice
- Legislation in 2016
  - Idaho Code 20-511
    - ✓ Informally adjust a petition and dismiss upon successful completion of conditions



#### IDAHO DIVERSION FORUM

**APRIL 12, 2017**

CLE and POST credits may be available

in conjunction with the

Idaho State Prevention & Support Conference

April 13-14, 2017, Sun Valley, ID

National and Local Prosecutors  
with information geared toward:

Judges

Prosecutors

Defense Attorneys

Probation/Diversion Officers

Police/School Resource Officers

Student Administrators



• Diversion and informal adjustment are new approaches that are needed

• Develop new strategies for working with juvenile status offenders

• Share ideas and information available to divert juvenile offenders

Sponsorship & Registration information will be distributed January 2017

For questions or more information, contact: Courtney Mackenzie at 208.333.7414 or courtney.mackenzie@idaho.gov

## Community Incentive Programs

Supporting families and communities as they address juvenile delinquency strengthens local values while ensuring the use of best practice approaches.

➤ Critical elements of Justice Reintegration Principles used in IDJC Community Incentive Programs include:

- Collaboration between practitioners and families
- Evidence-based approaches
- Making and protecting investments in youth

### State Fiscal Year 2016

- 457 Juveniles Served
- \$655,000 spent (\$1,500 per youth)
- 93% successfully completed programming

## Ensure juvenile accountability through effective use of evidence-based practices

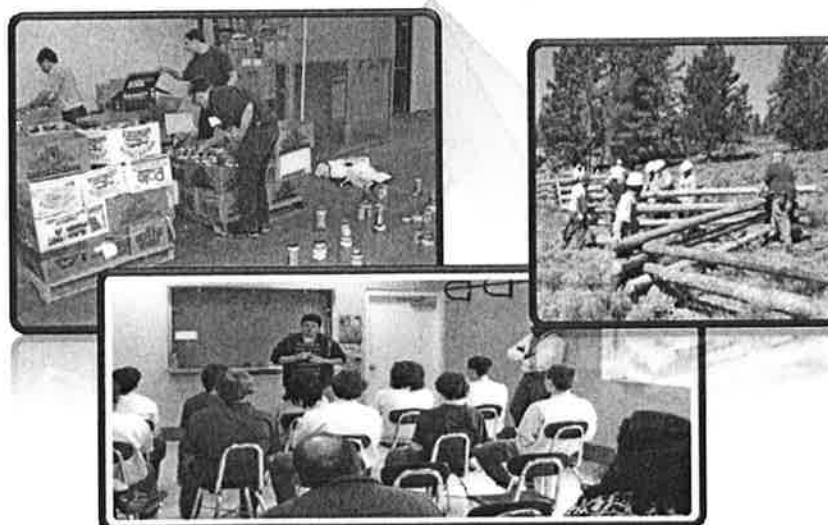
- Evidence-Based Risk and Need Assessments
- Positive Peer Culture (PPC)
- Dialectical Behavioral Therapy (DBT)
- Social Learning Model



## Family Engagement



## Ensure community protection through skills improvement of juveniles returning to the community



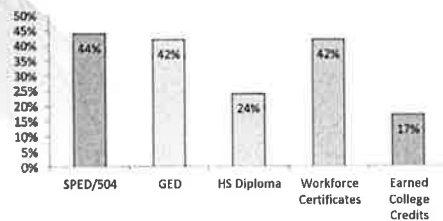
## Positive Youth Outcomes

- 888 credits earned in the first 6 months of this school year

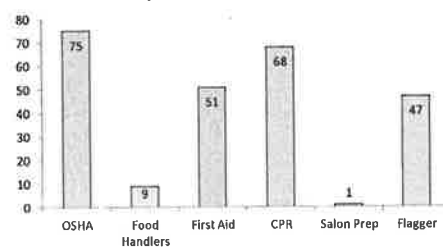
- 66% of eligible students received a High School Diploma or a GED

- Academic Increase
  - 72% in reading scores
  - 82% in math scores

Population Outcomes

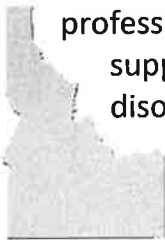


Workplace Certificates 15-16



## Substance Use Disorder System

- In partnership with Idaho counties and Idaho Tribes, the IDJC dedicates appropriated funds to serve justice-involved youth with substance use disorders at the local level.
- This model is intended to provide timely screening, professional level assessment, treatment, and recovery support services for juveniles with substance use disorders that do not require commitment to the IDJC.



## Substance Use Disorder System

### State Fiscal Year 2016

- Total appropriation \$4,042,500
- 1247 juveniles served
- \$3,579,410 spent

### State Fiscal Year 2017

≈December 2016

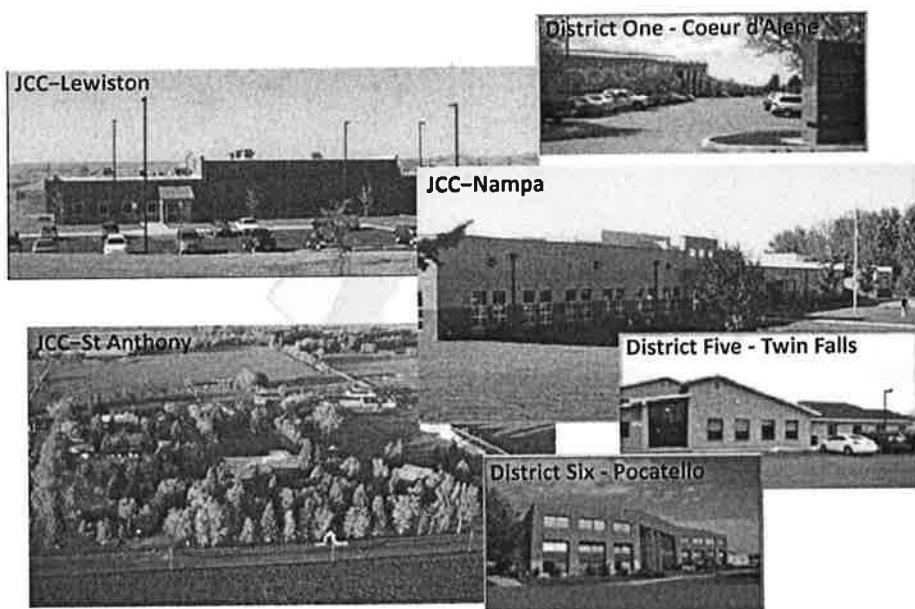
- Total appropriation \$3,154,900
- 514 juveniles served
- \$1,291,674 spent

- \$2,650 per juvenile in community
- \$102,000 per in-custody juvenile

JJ SUD Treatment	Expenditures SFY 2016	Juveniles Served SFY 2016
Assessment	\$ 124,372.13	563
Outpatient	\$ 423,845.25	465
Intensive Outpatient	\$ 233,355.48	152
Residential	\$ 2,142,774.90	158

\*Note: Some juveniles received services in more than one level of care throughout their treatment.

## Strengthen and support all resources within IDJC



**Goal:** Strengthen and support all resources within IDJC.

**Objective:** Increase leadership and professional capabilities of IDJC.

**Performance Measure:**

Maintain staff turnover at or below the average for state agencies.

**Outcomes:**

FY17 YTD Turnover is 13% below state turnover

(same time one year ago IDJC was 17% above state turnover)

IDJC = 7.04

State = 8.10

**Employee Engagement:**

Mission 5% Improvement

Morale 8% Improvement

Values 9% Improvement

Communication 7% Improvement

(Oct 2016 compared to Oct 2015)



**WHAT GETS MEASURED GETS MANAGED**

**Initiatives:**

- Implemented IMPACT job fit assessment
  - Improve quality of hiring for direct care staff positions
  - 1 out of 4 applicants screened not suited for this type of work
- Invested ongoing salary savings to raise Safety & Security and Rehab Tech pay levels
  - Improved attraction and retention
- Annual employee engagement survey
  - Provides tangible information to help us address employee perceptions related to the agency's mission, employee morale, values, and communication
- Implemented a "Stay Survey" conducted at four months of employment
  - Helps us improve our employee on-boarding process to help new employees be successful
- Invested in staff development
  - Certified Public Manager – six staff currently attending
  - Added Crucial Conversations training to Supervisory Skills training (over 95% of supervisors have completed the training)



**Motivation is the force that initiates, guides, and maintains goal-oriented behaviors**